

BLACK ARCHIVES ADVISORY COMMITTEE MEETING

Volume I

September 20, 2006

6:00 p.m.

Penntower Conference Room

3100 Broadway

Kansas City, Missouri

Committee Members:

Ms. Barbara Peterson, Chair

Mr. Thomas Phillips.

Mr. Vic Dyson.

Representative Craig Bland.

Ms. Carol Coe.

Ms. I. Pearl Fain.

Mr. Crosby Kemper, III.

Mr. Gary Kremer.

Ms. Althea Moses.

Mr. Lonnie Powell.

Representative Sharon Sanders Brooks.

Ms. Saundra McFadden-Weaver

Mr. Ajamu Webster.

Ms. Linda Manlove.

Mr. Robbie Herndon.

Ms. Linda Manlove, Asst. Attorney General

Mr. Kip Stetzler, Asst. Attorney General

1 MS. PETERSON: Good evening, everyone.
2 Thank you so much for coming. As you know my name
3 is Barbara Peterson and I am going to serve as the
4 chair for this committee. I just want to say
5 initially that I do appreciate you taking the time
6 out to come. It is very important work that we are
7 about to do and I am glad to have the help in
8 getting it done.

9 As you know this committee was formed by
10 the Missouri Attorney General in response to the
11 concerns in the community about the current
12 condition of the archives as well as the collections
13 that it holds. And the Attorney General brought the
14 community together to try to come up with steps that
15 need to be taken in order to restore the archives,
16 the establishment of this committee is the first
17 step in that process. One of the principal concerns
18 raised by the community and one of the important
19 steps that a lot of the speakers at the public
20 hearing identified was the need for leadership at
21 the archives. More effective leadership at the
22 archives and so this committee was formed to address
23 that particular issue.

24 Initially a few housekeeping things. All
25 of our meetings at the request of the Attorney

1 General will be open public meetings. The public is
2 invited to come in and observe. It is not an
3 opportunity for public comment and that kind of
4 thing. But we will allow and will instruct them
5 that if they have questions for members of the
6 committee, they can either meet with you before or
7 after the meeting if they have questions and
8 concerns. But we intend for all of our meetings to
9 be working committee meetings and we will not be
10 taking public comment at any of the meetings that we
11 have.

12 I want to take an opportunity to introduce
13 a couple people sitting in the back of the room.
14 Linda Manlove Braxton and Kip Stetzler. Both of
15 them are with the Attorney General's office and they
16 are here to provide assistance to the committee as
17 we need it.

18 For the record, I want to say a special
19 thanks to Mary Peacock who is also on the staff for
20 the Attorney General committee. She was
21 instrumental in helping me get out the notices of
22 this meeting sort of at the last minute. She worked
23 like a trooper and got them all out so that we could
24 get the announcements out in time. And she also
25 prepared our tent cards. So we want to say thank

1 you and make sure that she gets the message that we
2 appreciate the effort she put forward.

3 For purposes, all of our meetings will of
4 course be taken, prepared in a written transcript,
5 then will be made available on the Attorney
6 General's website and copies will be made available
7 to all the members of the committee as well. And as
8 we begin and before we get into the agenda, I would
9 like to have each of you for purposes of the record
10 just state your name for the reporter so we can
11 establish who is present at this meeting. Then we
12 will go from there.

13 MS. HERNDON: I am Robbie Herndon.

14 MR. PHILLIPS: Thomas A. Phillips.

15 MR. DYSON: Victor Dyson.

16 MS. COE: Carol Coe.

17 MR. KEMPER: Crosby Kemper.

18 MR. KREMER: Gary Kremer.

19 MR. POWELL: Lonnie Powell.

20 MR. WEBSTER: Ajamu Webster.

21 MS. PETERSON: For the record other
22 members of the committee, one of whom may be joining
23 us a little later, Sandra McFadden-Weaver. Ms.
24 Mamie Hughes will not be in attendance this evening
25 due to scheduling commitments. Commissioner William

1 Washington will not be here as well, scheduling
2 commitment. And State Senator Yvonne Wilson will
3 not be here. I am expecting a few others. We will
4 have them announce themselves when they arrive.

5 At this point I would like to begin to
6 move through our agenda for this evening's meeting.
7 The first item on our agenda is to discuss what it
8 is we are here to do, what the committee's role and
9 responsibilities will be in this regard. Our charge
10 is to select and recommend 12 new members to the
11 Board of Directors for the Black Archives of
12 Mid-America. There are currently three interim
13 board members. They are Saundra McFadden-Weaver,
14 Warren Watkins, and Anthony Arnold. Under the
15 current bylaws the archives can have a maximum of 15
16 members and the Attorney General has asked us, if
17 possible, to fill all of the vacancies on the
18 Board. We would like to have a full compliment on
19 the Board. Applications are available on the
20 website. As you know, the application deadline is
21 tomorrow, the 21st. So we are still accepting
22 applications. The last time I received any
23 information from the Attorney General's office, we
24 had about 35 applications so far.

25 MS. MANLOVE: You have 38.

1 MS. PETERSON: I stand corrected. 38 so
2 far. So we anticipate that there will be some
3 people filing by the deadline, so we should have
4 some more applications available within the next two
5 or three days. So our first charge then is to
6 review the applicants. Then we will make
7 recommendations to the Attorney General which of the
8 applicants should be become new members of the
9 Board. The Attorney General will notify the
10 selectees as well as those applicants that were not
11 selected. So they will handle all the
12 communications with respect to the committee's
13 decision with regard to the new members.

14 In addition to selecting new members, the
15 Board -- the committee is also encouraged to make
16 any recommendations that we may have to the Attorney
17 General relative to the initial organization of the
18 Board itself once it is established. We want to
19 stay engaged and the Attorney General intends to
20 stay engaged until the Board is fully up and
21 running. So during the course of our discussions if
22 ideas come up, recommendations that we may have that
23 will facilitate that process, integrating the new
24 board and getting them up and running, then we will
25 include that in our final report to the Attorney

1 General, along with the names of the new members.

2 It is our hope that we will be able to
3 move through this process as expeditiously as
4 possible. And tentatively we have set a goal of
5 making our final report to the Attorney General on
6 October 12th. Are there any questions about any of
7 that? Any thoughts on that as we go along? Okay.
8 The next item on the agenda is to discuss the Board
9 profile. What type of people that we are looking
10 for to fill these positions on the Board. And I
11 have included with your materials a list of several
12 skills that have come up in conversations with
13 various people who are familiar with non-profit
14 organizations and the kinds of talents that are
15 generally needed. I may just run through these.
16 You can feel free, we should feel free to review
17 this, feel free to add any other skills or
18 qualifications you think that we should add, and
19 also discuss any questions that people may have
20 about what we have here.

21 First of all we are looking for, we feel
22 it is important to have someone on the Board who has
23 some skill, background with financial management.
24 We are looking for strategic planners, individuals
25 who have experience, knowledge of policy

1 development. Individuals with experience in fund
2 raising, with human resource and personnel type
3 issues. A legal background is something we think
4 will be important for the Board to have. Someone
5 with media and public relations experience, savvy
6 expertise. An individual who has some knowledge and
7 experience in terms of organizational development,
8 and someone who has one or more persons, I don't
9 want to limit it to one, who has a background in the
10 services that the organization provides. I know all
11 of you here are familiar with the archives's mission
12 and what it does, so we are looking for someone who
13 knows about collection and presentation of
14 documents, artifacts, that kind of thing. Someone
15 with archival experience, museum experience. Those
16 are the suggestions on the table. Are there any
17 things that anyone thinks we should add?

18 MS. HERNDON: Would the legal cover
19 contract compliance?

20 MS. PETERSON: I think that --

21 MS. HERNDON: With the various regulations
22 and requirements that might be attached to the
23 different types of funding?

24 MS. PETERSON: I think that when we put
25 this here, I don't know that -- it may that be we

1 want to specialize, state a legal specialty
2 contracts. I don't know, do other people have an
3 idea? Or maybe we want a more broad-based kind of
4 approach to it. When I thought about the term
5 "legal," I was thinking in terms of someone who is a
6 lawyer, obviously, but someone who most lawyers have
7 the ability to marshal facts and do that kind of
8 analysis, that kind of thing. But it may be that we
9 want to limit it to or have them have a particular
10 specialty, I don't know. Does anybody else have any
11 thoughts on that?

12 MR. POWELL: It should remain fairly
13 general. Whatever legal that might arise. Someone
14 on the Board that could give suggestions to the
15 Board as to the legality of anything that might come
16 up. But yes, I mean, hopefully this person will be
17 a member of the Board with legal expertise.

18 MR. KEMPER: It is a good question. I
19 think in terms of contract compliance we probably
20 want the staff to be, obviously we can't predict
21 what the staff is going to be at this stage, to be
22 responsible for the compliance part of it. And you
23 need somebody on the Board, a good legal mind, who
24 is used to dealing with those issues at least in a
25 very general way. But I think the staff has really

1 got to do the work on that. I'm not sure that you
2 need the legal member of the Board, it is good to
3 have a lawyer on the Board, but it won't hurt to
4 have a specific expertise in the compliance part.

5 MR. PHILLIPS: One of the things that,
6 after looking at the list and thinking about it is,
7 when you look at one of the challenges that the new
8 board will have, one of those challenges will be
9 looking at the new facility and the layout and all
10 of that, as I understand it, from listening at that
11 last meeting. And the question arises, is it
12 important at this point to consider someone with
13 architectural knowledge or engineering skills or
14 design concepts of layout, or do we get that from
15 the two groups that possibly will be the backbone of
16 the facility that it is going into? I heard
17 something at that meeting that really struck. One
18 is the layout of the building, what it is going to
19 be. Someone was saying it is very important that
20 this board get in and become a working board real
21 quick. Then the other thing related to that I think
22 is covered in the background servicing organization,
23 provided in that the Board has to make a
24 determination, are we going to be an archivist or
25 are we going to be a museum? And I think that is

1 covered in the last one. But I do think that there
2 is somewhere possibly that somebody needs to have
3 some type of layout or skill knowledge about
4 engineering, or we could accept the fact that that
5 is something that we can live with later on down the
6 line.

7 MS. PETERSON: I don't know that -- Bill
8 Washington is of course a member of the parks
9 department. I guess I tend to agree with what you
10 are saying, and I hear what you are saying. There
11 is going to be a major physical plant, renovation
12 and construction activity going on. I think it
13 could be useful for someone on the Board to
14 understand the ins and outs of a major project of
15 that type. How would we capture that in a
16 particular skill set?

17 MS. PETERSON: We have just been joined
18 by State Representative Sharon Sanders Brooks.

19 MR. WEBSTER: I would say planning and
20 design would be a skill set.

21 MS. HERNDON: We do have members on the
22 advisory board who possess some of these skills who
23 will serve as advisors to the Board.

24 MR. KEMPER: That is a really good point.
25 That's the opposite of the contracting plan. You

1 can always call on expertise from the community for
2 this. And where we're located, where the archives
3 are going to be located, is close to people with
4 expertise, the Earlies and the Jazz Museum are right
5 there. On the museum side you have folks that you
6 can call on for that. I think the key thing from
7 the Board's point of view is that you want to have
8 people who are used to dealing with those kind of
9 management issues. How to call in expertise when
10 you've got -- not every issue that is going to come
11 up before the archives in the process are you going
12 to have a specific expertise on the Board. It is
13 not going to happen that way. So then you've got to
14 hope that you have members on the Board who are
15 capable of making judgment calls of when to call
16 somebody in or when to accept what the parks
17 department says or what the staff says. A strong
18 management background kind of covers it all.

19 MS. PETERSON: Any other suggestions in
20 terms of this particular list? We said specifically
21 financial management, but what I hear you saying is
22 a more general type business management or
23 organizational management type skill.

24 MR. KEMPER: I think specifically about
25 things like design and contracts and stuff like

1 that. I think Gary is about to say what I would
2 also say is, one thing you might want specific
3 expertise on is directly related to the objects
4 themselves. Whether they are archival objects. I
5 think the decision of the Board, you probably need
6 this on the Board, the Board is going to make a
7 decision with someone who has been involved with
8 museums. In the past somebody who has been involved
9 with archives and involved with museums.

10 MS. BROOKS: In that regard. Good
11 evening, everyone. In that regard I hope we will
12 not have anyone on the Board that is on the Board of
13 another cultural institution.

14 MS. COE: Why do you say that?

15 MS. BROOKS: Conflict. We are going to be
16 trying to secure money and funding. It makes it
17 kind of an awkward situation when you are already on
18 another board and you are trying to do the same
19 thing. A lot of times you are going to be going
20 after the same pile of money.

21 MR. KREMER: One way to handle that might
22 be, I serve on the Board, for example, of the
23 Missouri State Archives and also the State
24 Historical Society. One could argue they are
25 conflicting agencies. One of the things that we do

1 is require everyone to file as part of their board
2 membership a conflict of interest statement, so that
3 you know exactly what this person represents. My
4 fear is that if we do that, that is really going to
5 limit the pool, because there ought to be ways in
6 fact that these cultural institutions could work
7 together. One way to do that might be to have
8 people -- I'm not arguing it has to be, but I can
9 see somebody serving on boards that have -- no other
10 board is going to have exactly the mission of the
11 Black Archives.

12 MS. BROOKS: I am thinking in terms of
13 African American institutions. I would not want to
14 see someone on the Negro League Board, the American
15 Jazz Museum Board, or Bruce Watkins and also on the
16 Black Archives board.

17 MR. PHILLIPS: I think we are putting the
18 wagon before the horse. We are trying to arrive at
19 the skill sets and challenge that we are looking
20 at. I think you are dealing with that issue when
21 you start looking at the individual applicants.
22 Okay?

23 MS. BROOKS: I understand. But I still
24 let my statement stand and how I feel in that
25 regard. Okay?

1 MR. PHILLIPS: That's cool.

2 MR. KREMER: If I may another. Because
3 you are talking about archives and museums,
4 archivists and museum curators are people with set
5 skills, but they are not necessarily people who know
6 a darn thing about history. I think one of the
7 people on this board that I would like to see, I
8 would like to see there be a professional
9 historian. Ideally somebody who has both formal
10 training and experience in African American history.
11 And the ideal candidate would be somebody who knows
12 a lot about Kansas City's African American history.
13 I think it would be a mistake to assume that you
14 could get someone, and I think that we need someone
15 who has some skill with archival management and also
16 somebody who knows museums if indeed the Black
17 Archives is going to have those dual functions. But
18 you also need, I think, at least one historian so
19 that there is some sense on the part of the Board as
20 to what is significant.

21 MS. BROOKS: In that regard, I am not
22 necessarily in favor of a professional historian.
23 Because there are many individuals that are African
24 American historians who are not, quote unquote,
25 professionals. They were not trained. Shamburg was

1 an historian. He was not a professional historian.
2 Moreland Spangar. Those individuals were not
3 professional historians, they were collectors and
4 lovers of history. So if we want community people
5 to be involved, I think we have to be mindful of not
6 shutting out individuals who have a lot of
7 knowledge, especially about Kansas City African
8 American history. But not necessarily professional
9 historians. I think we need to be real mindful of
10 that.

11 MR. KREMER: Could I. Again, I don't want
12 to get cross-wise with the representative. I
13 understand the point, and I think there is some
14 validity to it. I think those people might well
15 serve on the Board in another capacity. But if you
16 -- I am simply saying that there is merit to having
17 someone who has gone through the training just in
18 the same way that you might have a homeopath who has
19 picked up a lot of skills as a medical practitioner,
20 but when I go to the doctor I want my doctor to have
21 been trained as a surgeon at a major hospital. I
22 think there is great benefit in that, not that those
23 other persons couldn't also be on the Board. And
24 there are a number of distinguished, well-trained
25 African American historians in the Kansas City

1 community who could fill this role. You know, again
2 I just -- we are kind of talking about what we think
3 should be on the Board. I think personally there
4 ought to be a professionally trained historian on
5 the Board.

6 MR. PHILLIPS: That's the way I felt
7 earlier.

8 MS. BROOKS: I'm not disagreeing. I am
9 not disagreeing that one should be. But I am just
10 saying I don't want us to have the criteria that
11 anyone that applies for the Board has to be a
12 professional trained historian. I'm not disagreeing
13 that one.

14 MR. KREMER: That's not what I am
15 suggesting at all.

16 MS. COE: I want to clear up one or two
17 things and make a statement. In the bylaws there is
18 a purpose, and you can read the purpose, and that
19 clearly says what the archives is to do. Tom, you
20 had a question about will there be a museum
21 archives, one or both or the other. And I think the
22 purpose clearly states what the archives under the
23 bylaws will be. We can keep that in mind. That
24 lends toward this gentleman's statement. I think
25 you have to have a caliber of person that he

1 describes, professional person in history, because
2 you are going to have this board viewed and
3 scrutinized. If you don't have people in this
4 category that he mentioned, your whole credibility,
5 whether these people are home spun people, I don't
6 know, but you have to have the credentials of the
7 people that lends legitimacy to the Board. When you
8 go to a fund raiser, they will recognize someone in
9 the industry, and they will recognize those people's
10 names and you have instant credibility. And I
11 would -- not to say everybody has to have a J.D.,
12 PhD or anything. But you will be mindful that one
13 of these 15 people or two or more should possess the
14 skill sets that he was talking about.

15 MR. PHILLIPS: I hear you, Carol.

16 MS. HERNDON: Then to follow up on what
17 she is saying. Boards will provide oversight as to
18 what the staff is doing. So we will need to have
19 people with the expertise to know what the staff
20 should be doing as far as performance to keep the
21 organization compliant.

22 MR. PHILLIPS: Initially going into this
23 without a staff, this board is going to have to be a
24 working board. That's where I would think it would
25 be more of a technical piece. Plus when you look at

1 the terms of the Board members, and for any of them,
2 if they don't come in with the expertise and the
3 skill sets starting off, by the time it rolls
4 around, it will take some of them maybe longer than
5 three years to become astute with what is going on.
6 And the reason I said the issue earlier, Carol, was
7 to the fact that the Board has to make a decision
8 between now and X. point as to what it is going to
9 be called. That's why I said what I said in that
10 regard.

11 MS. BROOKS: Excuse me for being late. I
12 had an issue. But when you said "terms of the
13 Board," what are the current term limits? What are
14 the set terms of the Board members now?

15 MS. COE: According to the bylaws they
16 elect board of directors at the annual meeting. And
17 they have on the pages I read vacancies, removal and
18 annual meeting. And the annual meeting is elected
19 by the Board. And Section 3 member. And that
20 delineates, according to the bylaws, they serve each
21 year.

22 MS. PETERSON: Section 2 says that they
23 serve, when they have their first meeting they
24 decide by simple majority of the directors present
25 who shall serve, one-third shall serve until the

1 the money?

2 MS. COE: They have a fundraising category
3 that has a skill set. And I know you can ask for a
4 CPA firm or a law firm to volunteer in kind until
5 you get a fundraising set up. But I would not have
6 a person on the Board and point to them, You are
7 responsible for our taxes. No.

8 MR. KEMPER: That's one of the problems
9 with the Board up to this point, is you had people
10 on the Board doing things that you should have had a
11 professional doing.

12 MS. BROOKS: I ain't going to get into
13 that, about who was doing the taxes. But let's be
14 mindful of that. Because as far as my understanding
15 is there is no operational money. So for any
16 services, they would have to be in kind or we would
17 have to raise money. Because that money, according
18 to the city, is for the renovation and no operating
19 money.

20 MR. PHILLIPS: That's why I said the Board
21 is going to have to be a working board.

22 MS. COE: He said --

23 MS. BROOKS: May be a fund raising
24 committee.

25 MR. POWELL: If you have 15 members on

1 that board, 12 of them should know how to raise some
2 funds. The rest of the stuff is easy if you have
3 funds.

4 MS. BROOKS: Will there be a board fee?

5 MS. PETERSON: These are issues that I
6 think the Board will ultimately decide. Our
7 function is just to staff the Board. Before you
8 came in, I think that one of the things I said an
9 additional function that we have, is if we have
10 specific recommendations that we would like passed
11 on to the new board, say a fee for example or
12 whatever those are, then we can include that in the
13 final report as a recommendation of the advisory
14 committee. But once we transfer these names to the
15 Attorney General and he advises them of their
16 selection, that board and their authority begin at
17 that point. So they will, you know, want to put
18 people in a position, as you said, that are ready to
19 take off and go without a whole lot of training and
20 that kind of thing.

21 MS. BROOKS: My recommendation is a board
22 fee of a minimum of a thousand dollars a year.

23 MS. PETERSON: This would be for?

24 MS. BROOKS: These are board members.

25 MR. KEMPER: Who is paying this?

1 MS. BROOKS: The board members. We either
2 raise it or give it. That is less than \$100 a
3 month. If you are really committed and serious
4 about this, a minimum of a thousand a year.

5 MS. PETERSON: Isn't that going to pose a
6 barrier?

7 MR. PHILLIPS: I want to make sure I
8 understand that. Are you saying that to be a member
9 of the Board you have to contribute a thousand
10 dollars?

11 MS. BROOKS: Give or raise. Give or raise
12 a year.

13 MS. COE: The Ballet Board operates like
14 that. You have to contribute some money to be on
15 the Ballet Board. But what we are facing, people,
16 is we did not specify that when we solicited all
17 these applications. And to come now and say we are
18 only going to select people that have the ability to
19 raise a thousand dollars, you will have a backlash
20 in the black community. Because we didn't put any
21 parameters around you have to have a thousand
22 dollars to get on the Board and that was not a
23 criteria.

24 MS. BROOKS: Jay was the one that did
25 this. I didn't know when I came to the second

1 meeting that he was going to have the applications
2 and start accepting applications for board
3 membership. Because I clearly would have surveyed
4 this, because I have been sharing it with people
5 that I feel it is a board fee. Bruce Watkins has a
6 board fee. You know, a thousand dollars, that is
7 minimal.

8 MS. COE: Like Barbara said, this is a
9 decision the Board when they meet can decide that.

10 MS. BROOKS: There needs to be some kind
11 of financial commitment, because otherwise if you
12 don't, you will have people that will come and talk,
13 and when the time for the money, they won't do it.
14 You are on the Board. You know.

15 MS. PETERSON: I think a lot of that has
16 to do with the people that you select.

17 MR. POWELL: Wait a minute. I am not
18 saying --

19 MS. BROOKS: On the Board. If we are
20 serious about this, because I didn't say they had to
21 write a check for a thousand to be on the Board.
22 You can do a payment plan, raise or get. This is
23 like if you want to serve an organization, you have
24 tickets, and you know that you have to sell those
25 tickets or you have to pay for those tickets.

1 MS. PETERSON: Again, I think we are
2 moving into a realm that, we can keep that and put
3 that in the suggestion box or whatever. But it is
4 something that is beyond the scope of our charge.

5 MR. POWELL: It is something that the
6 Board would have to decide.

7 MS. BROOKS: Well, we can wait to make
8 recommendations. One of the things, when you go to
9 these funding sources, they want to know how much
10 money have you raised.

11 MR. PHILLIPS: I think that would be an
12 appropriate question to raise with the applicants at
13 whatever point this group narrows those numbers
14 down, to try to find out where their financial
15 commitment.

16 MR. KEMPER: Commitment is the right word.

17 MS. COE: I think that is a fair question.
18 How do you find out?

19 MS. BROOKS: To let them know that there
20 is a financial commitment.

21 MR. PHILLIPS: I think we can ask that
22 question to the final group that we narrow it down
23 to.

24 MS. HERNDON: You have it right here,
25 fundraising, which could also include grants

1 writing. But may I go back. I had a question about
2 -- move on.

3 MR. KREMER: When we think about the
4 composition of our board at the State Historical
5 Society, and I am just raising this question, we
6 think about some fairly practical questions about
7 what our needs are. For example, since we get money
8 from the general assembly, we think about putting
9 one or two legislators on our board. When we think
10 about dealing with the University of Missouri, we
11 think about putting one of the chief academic
12 officers from the university on. I am asking the
13 question, is there any wisdom in having almost as an
14 exofficio, by virtue of their office, somebody from
15 parks, for example, because we are going to be
16 dealing with them on a regular basis. Or if we
17 anticipate getting city funding or state funding or
18 is there -- again I am just raising the question,
19 because if you have somebody on the Board who can
20 kind of represent that entity, you've got some
21 legitimacy there. That has been a question that has
22 been raised with us on more than one occasion. Why
23 don't you have this kind of person on your board if
24 you are coming to us for some kind of political or
25 financial support. In that case when we go to board

1 members, what we say to them is we need two things,
2 you can give us one or the other. We need money and
3 we need political support. Which one can you give?
4 You don't have to give both, but we don't really
5 need you if you can't bring us one of them.

6 MS. HERNDON: I think in making a
7 selection right now, we don't know what our pool
8 looks like as far as applicants.

9 MR. KREMER: We could say, for example,
10 since the money is coming from this particular
11 department of the city, I mean, would there be any
12 wisdom in saying that we ought to have one board
13 member who represents either that department or that
14 part of city government.

15 MS. BROOKS: I disagree with that. When
16 you are dealing with the city you are in a dicey
17 situation there. They can offer advice and
18 recommendations, but I don't think you want to put a
19 city employee on the Board which receives city
20 funding.

21 MS. HERNDON: Would that be a conflict?

22 MS. BROOKS: I think you could put the
23 city employee, put them in an awkward situation.

24 MS. HERNDON: Unless they recuse
25 themselves from making decisions.

1 MS. COE: They have a conflict of interest
2 form. And you can check yes or no if you have a
3 conflict of interest. And you have to explain it.
4 And I don't think the parks department would want
5 anybody to be in that position. I just filled out
6 that form today. And they have corporation, board
7 of directors, all that. You have a conflict. And I
8 would not recommend that position.

9 MS. PETERSON: Right now on the interim
10 board we have a city council person. Are we talking
11 about city employees or elected officials?

12 MS. COE: I don't know why you all did,
13 not you all, they did that. Because that possibly
14 could preclude you from introducing an ordinance of
15 city money, because that person will have to recuse
16 themselves. When I was chairman of the Board for
17 five years, I was assistant city attorney and I had
18 to sign the contracts to give Horace the money. But
19 I couldn't do it because I worked for the city and I
20 was generating my own contracts. And they have a
21 strict rule that I can't be on the Board and sign
22 myself some money out of the city. I think you get
23 a lot of attention when you have to have those
24 people.

25 MS. BROOKS: Could I follow up on what she

1 is saying about the city council members. They are
2 exofficios on the 18th and Vine Authority. The two
3 district members are. They are exofficios.

4 MR. PHILLIPS: I guess my question is, the
5 organization that Gary works with, the Missouri
6 Museum.

7 MR. KREMER: State Historical.

8 MR. PHILLIPS: Receives their money from
9 the legislature, right?

10 MR. KREMER: Some of it.

11 MR. PHILLIPS: You are saying that you
12 have legislators. And I guess --

13 MR. KREMER: We have. We don't right
14 now. We have had.

15 MR. PHILLIPS: Is it that much of a
16 difference?

17 MS. BROOKS: The city has different
18 standards than the state, and the federal government
19 has different standards. Just like Clever had to
20 come off the 18th and Vine Authority because of the
21 federal. It depends on what body of the government
22 you are in. And I have tried to avoid being on any
23 boards that receive state funding for the appearance
24 of impropriety. Because some people look at that
25 more closely than others.

1 MR. KEMPER: It is probably a good idea.
2 I think you are right Sharon. But the skill set
3 that Gary is talking about may still be one that we
4 want. For instance, if you want somebody who can
5 help you with the city or with the parks department,
6 it is possible to have that person who is not
7 currently sitting, but might get for instance a
8 former parks department chairman of the Board. Just
9 to throw out a random idea.

10 MS. BROOKS: Or like I said, if you choose
11 to do it, have them as exofficio.

12 MS. HERNDON: You can always check with
13 your legal department folks and ask if it is okay.
14 Having been with the federal government there are
15 many things that I could do and could not do. And
16 some of the things did receive federal funds, but I
17 recused myself from making decisions on those.

18 MR. KREMER: Essentially, I think
19 Representative Brooks has made some excellent
20 points. There are sort of two issues here, one is
21 picking a board, but the other is trying to suggest
22 things that don't program them for failure. It
23 seems to me that that is one of the reasons the
24 previous board failed, is because there weren't
25 these skill sets. There wasn't, with no, I don't

1 mean this pejoratively in any way. There wasn't the
2 knowledge of how to work a particular bureaucracy,
3 for example, in getting either money or services.
4 And to the degree that we could avoid that. That's
5 why I think Mr. Phillips' point about, in fact I
6 raised it at one of the public meetings. I know
7 that the current bylaws say that this is both an
8 archives and a museum. But we might want to at
9 least at some point take up the discussion and make
10 a recommendation one way or the other as to that,
11 because those are two very different functions. And
12 I'm not sure in my own mind whether given the
13 limited possibility for resources, whether there is
14 the ability to fulfill both of those functions.

15 MR. PHILLIPS: It is Tom.

16 MR. KREMER: I couldn't see.

17 MS. COE: What we are trying to do, for
18 council people to be on the Board or the parks
19 department, to be an exofficio of the Board, and what
20 does the legal department advise. I told them I
21 signed a conflict of interest. And if you have any
22 board relationship, you have to identify to the city
23 if you are serving on a board.

24 MS. MCFADDEN-WEAVER: That's in every case
25 of course for that manner. But in terms of anything

1 -- like anything that we do pertaining to the
2 designation of funds or in committees that we serve
3 on, where we have to vote or guide funds or
4 whatever, there is always the option of us not
5 voting, abstaining or whatever.

6 MS. PETERSON: For purposes of what we
7 have to do, how do we identify that skill set? How
8 do we, for purposes of our list. Since we don't
9 necessarily need to identify it in terms of a
10 specific person, or it doesn't have to be a council
11 person, it doesn't have to be a particular person.
12 But the skill sets, how do we identify the skill
13 sets that we are looking for? It doesn't fall under
14 any of these categories. Or if it does, I mean,
15 this is a good way to kind of flesh out what these
16 terms mean. So from your perspective, does it fall
17 into any of these categories or is it a different
18 skill set that we want to identify for those types
19 of skills that we need?

20 MR. KREMER: For me, for example, dealing
21 with the legislature, it is very helpful to have
22 somebody who knows how the legislature works. So I
23 would think it would be helpful to know how the city
24 works. Somebody who has some knowledge either
25 firsthand or former employee or somebody who really

1 knows how legislation and appropriations work at the
2 city level, I would think would be very helpful.

3 MS. PETERSON: I was trying to boil it
4 down to two words and I can't think of any. If I
5 say political savvy, that doesn't really --

6 MR. KREMER: That is pretty much it. If
7 you think of politics in the larger sense of the
8 word. Political skill and bureaucratic skill.

9 MR. WEBSTER: Barb, I have a question for
10 you.

11 MS. PETERSON: For the Committee.

12 MR. WEBSTER: Question for the Chair. At
13 some point are we going to look at some soft skills
14 that we think are important for people to have?

15 MS. PETERSON: Yes, at some point we will.

16 MR. PHILLIPS: Are we talking about
17 reading, writing, interpersonal?

18 MR. WEBSTER: I don't want to put it on
19 the level of reading and writing, but certainly
20 personal.

21 MR. PHILLIPS: I understand. I just
22 wanted to make sure about soft skills.

23 MS. PETERSON: Definitely.

24 MR. WEBSTER: That also speaks to the
25 question of commitment, background. We all have a

1 feeling for what this is all about. Certainly
2 someone who has a real love and appreciation, a lot
3 of history, culture, traditions. Those kinds of --
4 it is a soft skill in that it is not necessarily
5 someone who is a trained person of a particular
6 field, but someone who has a commitment and has
7 demonstrated that commitment by virtue of other
8 activities that they have been involved in. So I am
9 throwing that under the category of soft skills.
10 Where it says commitment, also as well as skills in
11 terms of working with others and being collaborative
12 and those kind of things.

13 MR. KEMPER: Could I add one in that I
14 think is a related skill, that is leadership. I
15 think that any board, particularly a board in a
16 troubled situation like we are dealing with here,
17 needs to have some leadership capabilities on the
18 Board.

19 MS. HERNDON: May I throw out, right now
20 we have just generic, I don't want to say just, but
21 generic applications. We are going to have to at
22 some point define the kinds of, or set aside some
23 criteria that we, as far as our expectations of what
24 these people will perform. Because we are not going
25 to be able to deal with them individually. Okay, so

1 you are an engineer or architect, that makes you
2 qualified. They are going to have to meet some
3 tests -- I don't want to say tests. But meet
4 certain criteria this we are looking for that I
5 would think if we assign a number, as far as a
6 weight to that criteria, it will make it a lot
7 easier for us to make decisions about who meets and
8 who doesn't for the first round. Am I making any
9 sense? Because we have to get to moving.

10 MS. MCFADDEN-WEAVER: Absolutely.

11 MR. PHILLIPS: I guess that leads to a lot
12 of other questions. This is a unique selection
13 process, I think. But how do you deal with people's
14 qualifications in a public setting when you have 35
15 to 40 applicants? And you come up with this
16 criteria and you are starting to talk about Jack
17 over here who doesn't have it, Gary does have it and
18 Sam won't have it, and Tom thinks he got it, all of
19 that. How do we plan to do that, put these skill
20 sets and talents that we are coming up with?

21 MR. WEBSTER: I think we need to develop
22 an instrument that will speak specifically to the
23 backgrounds that we have. All the experiences, all
24 the degrees, or wherever the qualifications that we
25 have here that are hard. And then we have some

1 criteria that are softer. And we have that that we
2 agree upon. Then when folks come in, I don't know
3 what the process will be, an interview process or
4 not. Say if it is an interview process, they come
5 in, we begin to ask those questions and we have to
6 score them that way and then have another meeting to
7 discuss our findings so that we are not cross
8 examining anyone on those skills.

9 The other thing is that the school
10 district went through a public selection process
11 with -- you are probably familiar with that -- with
12 their candidates for school superintendent.
13 Everybody could go in and ask questions, but still
14 there was an instrument that was already prepared by
15 which to evaluate them without having to place them
16 in an awkward position, as you mentioned, where we
17 are kind of questioning their qualifications and say
18 they don't have this, the other man has that. What
19 I don't know is what happens when we come back
20 together and we all go through it. Because we are
21 going to be discussing people's names, or maybe we
22 number them.

23 MS. HERNDON: We number them. That way
24 you have no subjectivity involved. You are looking
25 at the skills, the knowledge skills and abilities

1 that we are looking for. And assign a number,
2 total the numbers up and that is your first cut.

3 MR. WEBSTER: Okay.

4 MS. PETERSON: That moves us to the
5 selection process. And it is totally up to us. We
6 haven't been handed a process to use, so it is up to
7 us to devise the process that we want to use on
8 people's experiences in other areas, that kind of
9 thing. If we develop an instrument which I think is
10 really a good idea, then we are really going to have
11 to do that ourselves. But generally one of the
12 things that had been suggested, and we talked about
13 this just a moment ago in terms of the whole concept
14 of how we are going to deal with it in the public
15 setting. I think numbering the applicants is a way
16 that you can in the public setting, we can talk
17 about Applicant Number 2 or Number 3 without dealing
18 with names and that kind of thing. I think that is
19 the best way to handle that. But we do need to,
20 say, come up with an instrument. We need to -- that
21 instrument would then list the skill sets that we
22 are looking for, hard and soft, assign some type of
23 way of evaluating, measuring those, quantifying
24 those. I do anticipate that the process would
25 include an interview session. I don't think we want

1 to go into this selecting people just based on
2 paper, not having had an opportunity to talk with
3 them, to share with them what the expectations are,
4 see what their expectations are and make sure that
5 this is a good fit. And we can check on some of the
6 soft skills and that kind of thing.

7 MR. KREMER: Would that be for all the
8 applicants?

9 MS. PETERSON: No, what I envision is,
10 and what has been suggested that I thought was a
11 good idea, so it is not really my vision. Once the
12 applications are available, which will be -- we plan
13 to make them available on the 28th of September.
14 This will give us enough time to get everybody's in,
15 assign numbers to them, and we will come back
16 together as a committee at that point possibly. But
17 at that point we would be in a position to
18 distribute the applications to each of the members.
19 The question that comes up as far as that goes, does
20 the committee want to distribute -- to divide them
21 up among us? Or would the committee like to review
22 all of the applications and rate them all? That is
23 a question that I have as far as that goes.

24 MR. PHILLIPS: Will it be just one sheet
25 or two sheets?

1 MS. PETERSON: The application itself is a
2 one sheet deal.

3 MR. PHILLIPS: But they can add on.

4 MS. PETERSON: They could add, yes. But
5 what we ask, the application just asks for name,
6 business, home address, list your community
7 involvement, what skills you would bring to the
8 archives and your vision for the archives. It is a
9 fairly simple, straightforward form. And once we
10 get them and distribute them, we will make our first
11 cut based on whatever numeric values we apply to
12 whatever skills we are looking for. We will set up
13 a floor in order to go on to the next round and be
14 invited in for an interview or follow-up.

15 MR. KREMER: Since tomorrow is the
16 deadline, is it possible that we could get these
17 before so that we could actually come here ready to
18 discuss them on the 28th?

19 MS. PETERSON: The soonest we could -- I
20 was talking with Linda about it. They have to be
21 postmarked by the 21st. And so assuming there will
22 be some people that will get theirs in the mail on
23 the 21st, we could probably -- how soon could we
24 have them ready, Monday or Tuesday?

25 MS. MANLOVE: I am thinking Monday. If

1 you get something in after Monday we can get those
2 out. I would think, tomorrow is Thursday, so we
3 have Friday and Saturday for us to get the mail,
4 get it opened, get it organized for you. And
5 Monday, at some point during Monday, if that's what
6 the committee wants.

7 MR. WEBSTER: Linda, can you all scan them
8 and just e-mail them to us?

9 MS. MANLOVE: We work for the state. Do
10 we have a scanner?

11 MS. MCFADDEN-WEAVER: I have a question
12 too, because I think it will be related to the time
13 incident as well. Will the Attorney General's
14 office be sending them to us blindly? I mean, will
15 they be blinded by the time we get them and the
16 packets go out to each of us? Or will we be
17 preparing them -- in other words, I am asking the
18 application process, because I think what you were
19 saying is very important. And I am sorry I was
20 late. Hello to everybody. I think that the process
21 is very important that we are reviewing the
22 applications without prejudice. So when we get
23 them, will the Attorney General's office be sending
24 them to us blind or will you be getting them blind
25 and then distributing them to us? Will there be a

12 MS. PETERSON: Would you prefer -- would
13 you prefer to see them -- when you say blind, you
14 mean without the name, the address?

16 MS. MCFADDEN-WEAVER: I think that I
17 would.

19 MR. KEMPER: The practical problem with
20 that is some people it is going to be really obvious
21 who they are. Other people it is not going to be
22 obvious who they are.

25 MS. HERNDON: If we are assigning numbers

6 MS. MCFADDEN-WEAVER: So we will have a
7 scoring. And then we will establish this numbering
8 identification.

15 MS. PETERSON: It is my understanding you
16 want it without the name attached or does it --
17 certainly they will be numbered. And the numbering
18 is primarily for purposes of facilitating discussion
19 in an open way. But do you want to receive them
20 with the applicant's name on them or not?

25 MS. HERNDON: Then the media is going to

1 be heavily involved in asking questions about how
2 the process flows. This way we will make it a clean
3 cut. No one can say that there was any prejudicial
4 or preferential treatment.

5 MS. MCFADDEN-WEAVER: If we score them
6 jointly, because one thing I don't want to see. We
7 are under the gun in terms of time, true enough.
8 But I think as a committee, we should not push all
9 the responsibility on you to come in here and have
10 all the work done and then -- if we come in here
11 jointly, or whatever we have to do, and come up
12 with, do this scoring system or figure that out
13 tonight, so that when we look at these applications
14 by number, we are just in here adding up the scores
15 or counting up the cost, so to speak, to figure out,
16 to identify the applicants that will, as we say,
17 make this final cut. And I guess those should be
18 the ones that we then prepare to interview or what
19 have you, if that gets us to a number that is
20 realistic for us to interview by that manner. If it
21 doesn't, of course we can discuss that maybe. But
22 that would probably give us as sanitary a process as
23 we could maybe come up with. Though on the other
24 hand, as we said, judging people sometimes from just
25 paper only does not give us a full view of what we

1 want to see. So it may mean that as a committee we
2 just need to step up and be responsible and fair
3 towards this, towards this cause and just make it
4 happen.

5 MR. DYSON: Don't you think people that
6 are applying to be on this board will put as much
7 effort in that application as far as knowing that
8 application is going to be seen by people that are
9 making decisions as to who is going to be on that
10 board? I would think they would put enough time in
11 that to kind of describe what their thought process
12 or what they can add to that board, to be able to
13 convince us that they might be the candidate that
14 can get to the second level.

15 MS. MCFADDEN-WEAVER: I would think that
16 on the one hand. Then on the other hand, for
17 example, when we look at this particular venue,
18 there is going to be, for example, somewhere there
19 has to be a very, very valid storyteller that
20 maintains the heritage, but may not have the literal
21 skills to make that application look nice. They may
22 have all the commitment in the world and they may
23 have all the knowledge in the world, but they may
24 not have the skill.

25 MR. DYSON: That is a good point.

1 MS. MCFADDEN-WEAVER: To put that on
2 paper. And we are going to receive that passion
3 from them during the interview. I realize in what I
4 am saying, I am raising two issues here that are
5 conflicting. Because of what we are doing and the
6 venue that we are dealing with, this is unlike many,
7 many other boards. Though we must take care of the
8 professional administrative needs of this, we must
9 do it right away. We cannot lose completely the
10 passion and the importance of the history that comes
11 with it. So somewhere with us we have to -- I don't
12 know how to explain it. You know what I am saying?

13 MR. DYSON: I know what you are saying.

14 MS. MCFADDEN-WEAVER: We have to preserve
15 all of that together.

16 MS. HERNDON: How would we do that,
17 interview 38 people? Or 40?

18 MS. MCFADDEN-WEAVER: We might end up
19 having to do that. Because as I speak about this,
20 if we just do it all blindly and then we cut out
21 whoever doesn't make the cut, according to our
22 scoring system.

23 MS. PETERSON: My thought is everybody --
24 I appreciate what you are saying. There is that
25 danger. At some point we will finally make a

1 decision and we will have to make a cut. But if you
2 -- we have to set a standard. There has to be a
3 standard. And unfortunately, you know, there may be
4 a really good person that doesn't meet that standard
5 and may not make it on the Board. That doesn't mean
6 that there may not be another role for that person
7 in this organization --

8 MS. MCFADDEN-WEAVER: That's right.

9 MS. PETERSON: -- to do something else.
10 Our goal has to be to set an objective standard,
11 one that will meet what we have determined are the
12 needs of the organization. Those people who want to
13 make it beyond the cut have to meet that standard.
14 And we will continue to reach out to other people
15 and involve other people in the archives. There
16 will be subcommittees the Board may form. I mean,
17 other ways that they can get involved. But
18 everybody, no matter how worthy they may be, may not
19 make it through the process because we have to make
20 it as objective and have to have a standard. We
21 just have to.

22 MS. BROOKS: I think the statement you
23 just made is something that you would want to issue
24 in a written form after the selection process has
25 been made by this committee so that the public will

1 understand, that though you may not have been
2 selected for the Board, there will be other roles
3 that you can play.

4 MS. PETERSON: Okay.

5 MR. KEMPER: Can I use one other point.
6 It is echoing what Sharon said about being surprised
7 by the Attorney General, putting out these
8 applications by the Attorney General. I think he
9 did it at the end of the meeting. And I bet there
10 are people that picked it up and put their name down
11 and sent it in maybe just the name. I don't know,
12 we will see when we get the applications. But there
13 may be some people who applied for the Board who
14 didn't understand that they were going to be judged
15 on what was written on that application. So I think
16 we need to be aware of that too.

17 MR. PHILLIPS: I have a question. I have
18 a couple questions I guess. One of them relates to,
19 what about people, if we do not come up with the
20 skill sets and talents we need in the totality of
21 this 12 group that we are looking at, how do we get
22 other people's names into this pot if we want to get
23 them into the pot? Or do we just make the selection
24 from the applications that we have already received.

25 MR. WEBSTER: That may be a slippery

1 slope.

2 MS. PETERSON: I have discussed it.

3 MR. PHILLIPS: It is a slope we have to
4 slide down sooner or later.

5 MS. PETERSON: Here is a response to your
6 question. We will make the selection, as many as we
7 can, people qualified that meet the standards that
8 we set from the pool of applicants that we receive
9 by this deadline. If we are unable to fill all 12
10 of the slots, then the Board, the new board that is
11 established, comprised of whomever we select, and
12 those that currently remain, will fill the remaining
13 vacancies. So our charge ends once we make this,
14 that selection or that recommendation to the
15 Attorney General.

16 MR. PHILLIPS: What I am hearing you say
17 is that we might fill 10 slots, we might fill 7?

18 MS. PETERSON: 8.

19 MR. PHILLIPS: Then let that group.
20 Okay. One other question. Do we have, other than a
21 public statement, an obligation to any of the
22 individuals that are not selected to apply? Usually
23 boards are not done like we are doing this one. We
24 ask people to serve on boards. But this time we are
25 asking the whole public. And other than a public

1 statement, do we have any other responsibility for
2 any of those people that are not selected?

3 MS. BROOKS: I would hope that we would
4 send them a thank you letter.

5 MS. PETERSON: The communications will
6 come from the Attorney General. He will contact
7 those selected as well as those not selected.

8 MS. MCFADDEN-WEAVER: He has been very,
9 very communicative.

10 MS. PETERSON: Ms. Pearl Fain has joined
11 us.

12 MS. FAIN: I apologize. I teach GED
13 classes on Mondays and Wednesdays. So I apologize
14 for being late. As someone has already asked this
15 question, but since the appointment is going to be
16 coming out of the governor's office, will the people
17 that we send to him, will they go through the normal
18 type of screening? Background check? The people
19 appointed, who --

20 MS. BROOKS: It is coming out of the
21 A.G.'s office. That is a good question. It is not
22 coming out of Blunt's office.

23 MR. KREMER: These aren't governmental
24 employees either.

25 MS. BROOKS: He ain't doing background

1 checks and all that. Even as a legislator I had
2 to go through a background check to be on the Lewis
3 and Clark Board.

4 MS. MCFADDEN-WEAVER: Some boards do
5 that.

6 MS. PETERSON: That was an interesting
7 question. I will pose that. We can pose that to
8 the Attorney General and see what he says.

9 MS. MCFADDEN-WEAVER: I think too.

10 MR. KREMER: Just as a kind of way of
11 practically proceeding, there has been talk about an
12 instrument. I am sort of trying to think this
13 through myself. I am inclined to want two different
14 instruments, one for judging the paperwork and then
15 a second one when we do the oral interviews. If you
16 just look at the skill list you've got here and add
17 something of knowledge of and/or training in
18 history, then you have 10. If you give each of them
19 five point values, then you have 50 points. So you
20 could take each one and we could each make an
21 assessment one to five, five being the highest, of
22 what we think of this person's financial management
23 skills, what we think of their strategic planning
24 skills.

25 Again, I am trying to come up with a

1 practical way of addressing this. Then you would
2 have 10 skill sets, and you would have a value
3 placed on each one. And whoever the 15 or however
4 many you want to choose come up with the highest,
5 then those would be the ones you interview. Then
6 you come up with a second set of questions or skill
7 sets, including the soft skills when you actually
8 sit down to interview people. It is just a thought.

9 MR. WEBSTER: I have a comment. Thinking
10 along your lines as well. We have a number of
11 different categories here. This is just thinking
12 out loud. If we are looking at these, we probably
13 want to think of these categories in terms of which
14 one is the most important. Otherwise there will be
15 the tendency to say hey, I have got one person that
16 has financial management background, but we only
17 have one. Okay, let's give that one a high score
18 because we know we are going to need that. And then
19 I have 12 lawyers, what do I do?

20 MR. KEMPER: Liquidate the organization.

21 MS. PETERSON: That should be the only
22 criteria.

23 MR. PHILLIPS: Then everybody will be poor
24 and in jail.

25 MR. WEBSTER: So I am wondering if we come

1 up with a way of saying that of these several
2 categories we have, maybe we want to pick five or
3 six that we want to say these are -- we absolutely
4 have to have someone in these backgrounds and give
5 those five or six some kind of points so that we
6 don't feel like we need a pile that says financial
7 management and a pile that says legal, then put them
8 in there, we might wind up with everybody in this
9 pile and nobody over here.

10 MS. PETERSON: A bunch of lawyers.

11 MR. WEBSTER: Yes. I guess I am arguing
12 for some kind of weight even within the group that
13 we have here so that we can go after the ones we
14 think are absolutely essential and not have to
15 create a pile for each one. And I don't know how to
16 answer that, I am just pointing out. Maybe somebody
17 else has an idea that helps that.

18 MS. HERNDON: Just an idea in rating and
19 ranking applications. Sometimes certain skills,
20 there would be more value placed on looking for --
21 because no one, unless they are multiple -- there
22 are people who have all these skills.

23 MR. WEBSTER: Like Robbie.

24 MS. HERNDON: No. Getting back to what I
25 had said earlier, this is going to have to be a

1 little bit more generic than specific. Because all
2 this is going to have to be woven in a way that it
3 meets -- it states a criteria that a person can
4 meet. There may be 20 points for something as
5 opposed to three for something else, you know. So
6 we are going to have to get down to identifying what
7 are the most valuable kinds of skills that we are
8 looking for as far as knowledge, skills and ability
9 that a person may have in order to meet the
10 criteria.

11 MR. PHILLIPS: We have to keep that in
12 mind. I agree with Robbie. But the key is every
13 board member does not bring all of these skills. Is
14 that what I am hearing?

15 MS. HERNDON: That's what I am saying.

16 MR. PHILLIPS: Which means you would have
17 to rate and look at all the Board members against
18 all of these and weed them down.

19 MS. HERNDON: But they don't even know
20 that this is what is being looked for.

21 MS. MCFADDEN-WEAVER: Our objective is to
22 find this.

23 MR. PHILLIPS: We have to find this in
24 that.

25 MS. MCFADDEN-WEAVER: We have to find this

1 because he was in personnel and I think it is more
2 like compensation. How you weigh. And I work with
3 him. Am I making sense?

4 MR. PHILLIPS: That's a working board.
5 That's what I am talking about.

6 MS. FAIN: But we want to be able to say
7 to people that, you know, within this advisory
8 committee, we also have utilized these skills. And
9 that we have someone with the expertise to be able
10 to put some weight on these.

11 MS. PETERSON: Are you willing to work
12 with us on getting one of those together?

13 MR. PHILLIPS: I am on the advisory
14 committee. So Pearl and I. The only problem I have
15 is, is that I had planned to be out of town starting
16 Friday morning through Tuesday.

17 MS. PETERSON: Okay.

18 MR. WEBSTER: Thank God for the Internet,
19 right?

20 MR. PHILLIPS: Well, where I am going --

21 MR. KEMPER: You have all day tomorrow.

22 MR. PHILLIPS: Can you get together
23 tomorrow afternoon?

24 MS. PETERSON: We don't have any dates set
25 in stone. I had suggested the 28th. If it is not

1 going to be possible to get the instrument together
2 and distributed by the 28th, then we have some
3 flexibility. We need to do what makes sense and
4 what will work.

5 MR. PHILLIPS: We will get together
6 tomorrow. And based on what we have here, come up
7 with the first instrument and get it out to you.

8 MR. POWELL: You are going to weigh each
9 one of these?

10 MR. PHILLIPS: We will figure out
11 something. We will try to come up with it.

12 MS. MCFADDEN-WEAVER: A value system.

13 MR. DYSON: Why don't we right here as a
14 committee sit down and figure out what we think as a
15 committee what is most important. Whether it is
16 financial management, you know, whatever it may be,
17 and weigh that out. I mean, that will give us some
18 starting point for you to go with when we put this
19 all together.

20 MS. PETERSON: Okay. Everybody go along
21 with that?

22 MR. WEBSTER: Can you read all the items
23 that have been added to the list.

24 MS. PETERSON: Yes, I can. We have -- I
25 just put management skills. Not necessarily

1 financial management skills, but just business
2 management, business organization management
3 skills. The kind of skills that -- we kind of
4 lumped into that category someone who would be able
5 to handle or deal with issues that may come up with
6 planning and design of the building. Just everyday
7 business management type skills. Also added
8 political savvy, based on what we talked about.
9 Having someone who understands how bureaucracies
10 work, how governmental entities work that we may
11 have to deal with in terms of funding and that kind
12 of thing. A professional historian.

13 MS. BROOKS: We added historian.

14 MS. PETERSON: I added professional
15 historian. At least one.

16 MS. BROOKS: At least one professional
17 historian.

18 MS. BROOKS: But then we want other people
19 who have knowledge of African American history.
20 That should be a criteria.

21 MR. KEMPER: Isn't there an underlying
22 criteria, and I don't know, maybe I am throwing this
23 out as a question. I feel fairly strong, I think
24 everybody on the Board ought to have an interest in
25 African American history and culture. I think. You

1 don't want just to take some random people who have
2 some skills.

3 MS. BROOKS: Right. That's what I said,
4 knowledge of. And interest. Knowledge and interest
5 Those are two different things.

6 MR. KEMPER: Knowledge and interest.

7 MS. BROOKS: Interest is one thing.

8 MS. MCFADDEN-WEAVER: Because you could
9 have knowledge. You could have read a lot of
10 things. If you don't have both, at least have one
11 of them.

12 MS. PETERSON: Knowledge and interest. We
13 have those.

14 MR. DYSON: This list is getting long.

15 MS. PETERSON: This is long. Now the
16 organizational development. Some of these may come
17 up. Just because these other things were on the
18 list, they were suggestions. And maybe the
19 organizational development piece isn't as important
20 or maybe that's saying the same thing.

21 MR. KEMPER: I think you have got that in
22 management skills. You can place organizational
23 development with management skills.

24 MS. PETERSON: In the management, right.
25 That's what I was going to say, that maybe that

1 falls under that. So maybe that's not a separate
2 criteria. Media and public relations. Is that one
3 we want to leave as a separate criteria?

4 MS. BROOKS: I think it is.

5 MS. PETERSON: Then of course everybody
6 needs a lawyer.

7 MR. WEBSTER: Whether they want one or
8 not.

9 MS. PETERSON: Human resource and
10 personnel management. Those kinds of issues are
11 going to be important because they are going to be
12 employees obviously. Fundraising is a biggie.

13 MS. HERNDON: I think fundraising/grant
14 writing.

15 MR. POWELL: I say just leave it
16 fundraising and all of that comes under that. I
17 don't care how you raise the funds.

18 MS. BROOKS: Just get the money.

19 MS. PETERSON: Policy development,
20 strategic planning, and then financial management.
21 Did you get the list?

22 MR. WEBSTER: Yes, Madam Chairperson.
23 Thank you.

24 MS. PETERSON: So I think Vic has a good
25 point. Do you want to try to assign some level of

1 importance to these skills while we're here? We
2 have some minutes left.

3 MR. WEBSTER: I was going to ask if you
4 are going to recommend a rating system like 1
5 through 10 and then we just agree upon which ones
6 are 1 and which ones are 2? I need some way to put
7 a value on how we rate this.

8 MS. MCFADDEN-WEAVER: Why don't we
9 prioritize these. If we do something real simple we
10 can just prioritize these the way we see it in
11 levels of importance. And then make that -- and
12 number them, and then make that total number the
13 score. We could do that.

14 MR. POWELL: We need leadership. Somebody
15 said something about leadership.

16 MS. PETERSON: That is going to be in the
17 second instrument that we put together.

18 MR. KREMER: How many did we come up
19 with?

20 MS. PETERSON: 12. I have 12. And I will
21 read them off again.

22 MS. MCFADDEN-WEAVER: How many did we
23 write in as opposed to?

24 MS. PETERSON: I can read them off. The
25 first one I have is business management. Just a

1 general category of management. Financial
2 management. Strategic planning. Policy
3 development. Fundraising. Human resources
4 personnel. Legal. Media public relations.
5 Background in services, archives, museum services.
6 Professional historian. Political savvy. And then
7 I have knowledge and interest in African American
8 history.

9 MS. MCFADDEN-WEAVER: We left out
10 organizational development.

11 MS. PETERSON: Organizational development
12 is under management. Number 1 is management. This
13 includes organizational development. Number 2,
14 financial management. Number 3, strategic
15 planning. Number 4, policy development. Number 5
16 is fundraising, grant writing, no matter how do you
17 it.

18 MS. HERNDON: I still think it should be
19 slash grant writing. Because some people will not
20 relate to the fundraising, but they can relate to
21 writing grants.

22 MR. POWELL: What are grants?

23 MS. HERNDON: You might sell fish dinners
24 for fundraising. You may write -- I know people who
25 do real well with writing grants. They just do it

1 as a favor. And not be involved in that
2 organization to help raise money.

3 MS. FAIN: The sophisticated way now is to
4 have, is to retain someone who can write grants.

5 MS. MCFADDEN-WEAVER: We may end up, that
6 may not -- I am going to leave that alone.

7 MS. HERNDON: There may be one person who
8 gets a rating for professional historian.

9 MS. PETERSON: There may be one person?
10 So this should be high on the priority list? What
11 are you saying?

12 MS. HERNDON: I am saying that some people
13 won't be able to be rated, because -- I mean, how
14 can we combine some of these things so that they
15 will be more applicable to more people?

16 MR. KREMER: You have the same problem
17 with legal though.

18 MS. HERNDON: Some people are not going to
19 be -- I mean, how do we phrase this to make it a
20 little bit more generic?

21 MR. KREMER: Is it possible to divide the
22 twelve into two categories of six, with one group
23 being general skills and one more specific?

24 MS. MCFADDEN-WEAVER: I think that is
25 important. Because if we go too far with

1 expectations, the question then goes are we going to
2 pay these people. You know what I am saying.
3 Because our professional requirements I think,
4 whoever works in this place and whoever the director
5 is, whoever ever works in it, I think those people
6 have to have the professional skills to handle
7 whatever we are doing. But the Board members may
8 not necessarily have to have that type of setting.
9 I am on a whole bunch of boards. Like for example,
10 I am on the mast board. Well, what I knew about
11 ambulance before I got on that board is nothing,
12 other than I had been on a stretcher in the back a
13 couple times. But now -- nobody else on the Board
14 did either. Now we all know about ambulance because
15 we had to buy some. So some of the professional
16 skill sets we may be getting to red line ourselves,
17 too heavy on the Board.

18 MS. BROOKS: May I also concur. I agree
19 100 percent, we had had this discussion earlier
20 about the professional historian as opposed to the
21 people in the community, no history, but not
22 necessarily a professional historian.

23 MS. MCFADDEN-WEAVER: But you may have
24 somebody who doesn't know no history. See it on the
25 news and think this is a beautiful thing and we want

1 to help.

2 MS. BROOKS: What I want to say, in terms
3 of expectations to board members, it needs to be
4 clearly indicated to individuals that they -- there
5 is no compensation. And I think you indicated the
6 bylaws had that individuals would not be eligible to
7 be subcontractors with the institution. It needs to
8 be clear we ain't going to pay you if you are going
9 to be on this board.

10 MS. PETERSON: This is the list, you want
11 to divide it into two sections?

12 MR. KREMER: The more I am thinking about
13 this, though. I'm not sure a rating system is going
14 to work, because a rating system only works if
15 you've got 10 people you are thinking about as the
16 manager and you want to come up with what their
17 qualities are in management. We are really looking
18 for 12 very different people.

19 MR. WEBSTER: If I can add to that. I
20 want us to at least be able to say which one of
21 these, which of these skills we feel are absolutely
22 essential. Now we may say a professional is
23 absolutely essential. We may say it doesn't make
24 sense to have a board if you don't have anyone on
25 that board that doesn't have archival background, as

1 a professional. So we might say okay, put a star by
2 that. We got to have that. So we go through our
3 applications and we know this is one we have got to
4 have. We may say that it doesn't make sense for us
5 to have it without having someone who is an
6 attorney. So those are kind of some of, I hate to
7 say non-negotiable. Those are slots that we say we
8 are going to need to have. What that helps us do is
9 kind of prescreen some folks real quick. Now once
10 we get past that, then it is a matter of saying
11 okay, who has some of the combined skills. Someone
12 may have a background in management, but also they
13 are grant writing. So it gives us a way to kind of
14 look at that. I just want to for me, for us to be
15 able to say which one of these we absolutely,
16 positively got to have.

17 MR. KREMER: Would it work to pick half of
18 them, six things that we think we can't live without
19 as important?

20 MR. WEBSTER: That's cool.

21 MS. MCFADDEN-WEAVER: That is a good
22 idea. Six things that we think we can't live
23 without.

24 MR. KREMER: I'm with you.

25 MR. DYSON: I can come up with six real

1 quick.

2 MR. KREMER: Everybody agree on that?

3 MS. BROOKS: Legal.

4 MR. KREMER: You have to have somebody.

5 MR. WEBSTER: Archival.

6 MR. DYSON: Financial management to me is
7 a must.

8 MS. BROOKS: Twelve.

9 MR. PHILLIPS: That is knowledge and
10 interest of African American history.

11 MR. POWELL: If you are a great fundraiser
12 you don't need any knowledge.

13 MR. PHILLIPS: Number 12, we talked
14 earlier about the local area. Is that going to be
15 extended primarily here or does that mean that is
16 going to be a combination of here and the world?

17 MS. MCFADDEN-WEAVER: We haven't decided
18 that yet.

19 MR. PHILLIPS: That's what I am asking on
20 Number 12.

21 MR. KEMPER: I think the Board has to make
22 that decision. That is like the museum archive
23 thing.

24 MR. PHILLIPS: No, you are missing my
25 point. The person selected to be on the Board, are

1 we saying that you want them to have a local history
2 or a history of both local and national? Or the
3 world? That's what I am asking.

4 MS. PETERSON: Local African American
5 history in Kansas City or --

6 MR. KREMER: Knowledge and interest in
7 African American history locally.

8 MR. WEBSTER: My thoughts on that is we
9 are saying knowledge and interest. I think those
10 two should apply to everybody. Because we are not
11 talking about training and skills and degrees. We
12 are talking about knowledge and interest and I think
13 that should apply to everyone. So that becomes one
14 of those, that I think belongs on the soft skills
15 side. If somebody comes on there and says, "I don't
16 care nothing about African American history, I don't
17 have the time to have any knowledge about it," you
18 just kind of scratch them off.

19 MR. POWELL: But then they raise a
20 million dollars a year.

21 MR. KEMPER: That might be an exception.

22 MR. POWELL: I would vote for them.

23 MS. BROOKS: What are we talking about in
24 terms of time commitment that they would have to
25 give? I think we need to address that in the

1 interview process. Time commitment. Because the
2 people are going to ask that question, how much time
3 is this going to take?

4 MR. KEMPER: It sounds to me like what we
5 need is a get out of jail free card for anybody that
6 we think has a skill that we absolutely think ought
7 to be, or is just a person that we think absolutely
8 has got to be on the Board. If we end up with a
9 numerical thing that excludes the million dollar
10 person or if the person that has the best political
11 savvy in town happens to apply to be on the Board
12 but they don't have any of these other skills, I
13 don't know who that would be. Anyway. If we get --
14 I don't want to get trapped by the system. I think
15 we have to get -- if we all agree, we can all look
16 at all the applications. And any one of us can take
17 one and if it doesn't meet the numerical
18 qualifications, then say I still think we have to
19 consider this person. I would feel better about it.

20 MS. HERNDON: Because once they get to the
21 interview, they will have to discuss what their
22 accomplishments have been. What they can really
23 bring to the table and some demonstration of it with
24 examples.

25 MR. PHILLIPS: That goes back to the

1 question that I asked earlier about what is our
2 obligation to those people that we don't do. If
3 there is a lot of paper floating around after we
4 finish this process, then I think we might have a
5 problem ourselves.

6 MS. MCFADDEN-WEAVER: People that lend
7 themselves or volunteer to be on boards have to be
8 willing to accept certain responsibilities and the
9 attachment of liability. And there is no way around
10 it. I want to come right out and say that right
11 now. Because we have just recently, and the
12 discussion is racing through the hallways of city
13 hall, we are concerned about it as council people,
14 very much so, because recently and even now we have
15 board members on some of the local commissions and
16 boards and committees or whatever, that are being
17 sued because they set on these boards and these
18 whatevers. And I have said, excuse me, why is it
19 that we do not have, what is the word -- there are
20 too many lawyers in here. Immunity. That is not
21 the word. I can't think of the word right now.
22 Forgive me. But so that these people cannot be sued
23 personally for acting as an officer on said board.
24 But there is no such instrument. Folk don't want to
25 jump in the water, but then after they get in the

3 MS. BROOKS: There is board liability
4 insurance. That is something this board has to
5 have.

8 MS. FAIN: May I ask a question.

11 MS. FAIN: Do we have any applications
12 that people submitted?

14 MR. PHILLIPS: Are those the --

16 We still just have four absolute must haves.

18 MRS. MCFADDEN-WEAVER: I don't think we
19 can live without that.

22 MS. MCFADDEN-WEAVER: I think management.

25 MR. PHILLIPS: Do you want us to place a

1 numerical value on that? Pearl?

2 MS. FAIN: We are going to have to weigh
3 those.

4 MS. PETERSON: Place a numerical value on
5 them.

6 MS. BROOKS: The archives just passed
7 out reminded me of what councilwoman had said. The
8 Wichita African American Museum directly signed a
9 1.2 million dollar contract and the Board didn't
10 know about it. The board members didn't know. The
11 man has presented his bill to be paid.

12 MS. MCFADDEN-WEAVER: But the director is
13 an employee.

14 MS. BROOKS: The whole project is in
15 jeopardy.

16 MS. MCFADDEN-WEAVER: That liability will
17 cover that person, but it won't cover these board
18 members.

19 MS. PETERSON: Let me clear up one other
20 thing. We had tentatively scheduled the next
21 meeting to be on the 28th. And after giving this
22 some thought, if we get the applications to you
23 along with the instrument by Monday, which is --
24 will that give you enough time to review them and
25 come back on the 28th? We are in September. So

1 Monday is the 25th of September. And what we will
2 be giving you are the numbered applications, without
3 any other identifying personal identifying
4 information.

5 MR. PHILLIPS: They are going to be able
6 to sanitize those.

7 MS. PETERSON: Yes. That is correct,
8 right, Linda?

9 MS. MANLOVE: Yes. If that's what the
10 committee wishes.

11 MS. PETERSON: What we will receive then
12 on Monday will be the evaluation instrument and the
13 application. It is my understanding that as a
14 committee you want to review each one or should we
15 want three -- or do we want to split them up?

16 MR. PHILLIPS: They have to look at all of
17 them. The committee members will have to get a copy
18 of every applicant.

19 MS. PETERSON: So we will get those to you
20 somehow, some way, on Monday. And we will plan to
21 meet again then on the 28th, which is Thursday.
22 That next meeting is scheduled at the Gregg
23 Community Center, 6:00 o'clock. It will also be an
24 open meeting. What are we going to do at that
25 meeting?

1 MR. DYSON: I want to ask a question.
2 When we get those, do you want us to -- I know we
3 need to read them. Do you want us to have a top ten
4 that we would pick in that process?

5 MS. HERNDON: We need to have some interim
6 discussion before we go public.

7 MR. PHILLIPS: Wait a minute. Go public?

8 MS. HERNDON: I mean the Sunshine Law.

9 MR. PHILLIPS: We are public, period.
10 That was the question I asked earlier, how do we
11 discuss these people and we said sanitize it. So we
12 start off public.

13 MS. MCFADDEN-WEAVER: We have to have some
14 -- there is such a thing as a closed session. Mr.
15 Attorney General's office, how do we deal with this?

16 MS. MANLOVE: I would present your
17 question to the A.G., because he stood up and made
18 the grand announcement that this would be a totally
19 open process. So I cannot give you an answer on
20 that.

21 MS. MCFADDEN-WEAVER: So the public can
22 come right in here while we are discussing
23 applicants.

24 MS. HERNDON: They'll be by number so we
25 won't know.

1 MR. PHILLIPS: Only one person will know
2 that is the A.G.'s office. All we will know is the
3 number form.

4 MR. WEBSTER: Madam Chair, if we do come
5 prepared for the meeting, say for example we get 50
6 of them. And you say to us, "I would like you all
7 to come with your 20." You can go down the list and
8 we can -- before we do anything say okay, how many,
9 what is the top 20? We all have 10 that we agree
10 upon, then we can talk about the rest of them.

11 MS. MCFADDEN-WEAVER: Top 20 with the
12 highest scores.

13 MR. KREMER: Good idea.

14 MS. PETERSON: Gregg/Klice Community
15 Center. On the 28th, Thursday the 28th, 6:00
16 o'clock.

17 MS. MCFADDEN-WEAVER: We are doing
18 something Monday.

19 MS. PETERSON: Monday you receive the
20 applications.

21 MS. MCFADDEN-WEAVER: Then we are going to
22 pray and do our own thing and then we are going to
23 meet up on Thursday.

24 MS. PETERSON: Right.

25 MS. MCFADDEN-WEAVER: In front of the

1 public. And we are going to vote by numbers. I'm
2 with it. So we are just going to discuss by
3 number. I got you. That's what we want.

4 MS. PETERSON: Before you leave, since we
5 are preparing to go, I need to get these out. Two
6 things. One, know that your membership on this
7 advisory committee does not exclude you from
8 submitting an application to serve on the Board.
9 Know that. And we will handle that. You won't be
10 able to vote on yourself.

11 MR. WEBSTER: We won't know. We will have
12 numbers.

13 MS. MCFADDEN-WEAVER: We got to figure
14 that out. Because, for example, if we got, there
15 sure is a conflict of interest. No way getting
16 around that. People that are on this advisory
17 committee, and I appreciate that and I think we all
18 should be. But we have to set up a different
19 system, because if we have 30 points possible, then
20 quite naturally --

21 MR. DYSON: You are going to give yourself
22 30.

23 MR. KEMPER: Let's let the chair know who
24 all the names are and then she can exclude any votes
25 of anyone for themselves in the process.

1 MS. FAIN: Is there a possibility that the
2 Board after it is formed, if they would have an
3 advisory committee, would there be an advisory
4 instrument?

5 MS. BROOKS: I think that is excellent.

6 MS. MCFADDEN-WEAVER: I think we probably
7 should continue some type of advisory system at
8 least for a year or two years.

9 MS. PETERSON: We will put that on the
10 recommendations.

11 MS. BROOKS: Especially dealing with
12 technical experience or expertise. We have various
13 professionals in institutions that have agreed to
14 volunteer their technical expertise.

15 MR. KREMER: If the Board is
16 reconstituted and operates according to its bylaws,
17 it has total and complete authority to make the
18 decision.

19 MR. WEBSTER: I was going to ask the
20 question, is it proper to ask if there is anyone
21 here who intends on submitting an application to be
22 on the Board? If the answer is no, then we don't
23 have that issue to worry about.

24 MS. PETERSON: I am aware that there are
25 people who are going to do that. Myself being one.

1 MR. KEMPER: I submitted an application.

2 MS. BROOKS: I plan to.

3 MS. MCFADDEN-WEAVER: I am already on the
4 Board.

5 MS. PETERSON: So I didn't want to exclude
6 that kind of talent. So I think we will figure out
7 a way to handle it so that it will be handled
8 properly. That kind of thing. We should not be
9 excluded simply because we volunteered to do this.

10 MS. MCFADDEN-WEAVER: That's right. And
11 we would not be on this if for some reason the
12 Attorney General did not see a reason to include
13 these persons.

14 MR. WEBSTER: Now it is getting kind of
15 murky to me. Let me make a recommendation. We are
16 going to fill 12 slots. Do we want to hold back and
17 say we are going to do nine and then let the
18 governor have the option of appointing any of the
19 folks who are on this committee who want to be on
20 it?

21 MS. PETERSON: That is an idea, that might
22 be a way to handle it.

23 MR. WEBSTER: Then I don't have to worry
24 about. Let the record reflect that I meant the
25 Attorney General.

1 MS. MCFADDEN-WEAVER: I think that might
2 be a good idea.

3 MR. POWELL: Can somebody restate that.

4 MR. WEBSTER: What I was going to suggest,
5 of the 12 slots that need to be filled, that this
6 committee is responsible for filling no more than
7 9. And then allowing the Attorney General to
8 appoint 3 from those folks who are on this committee
9 who have also submitted applications. The reason
10 for that is, I, one, feel uncomfortable with
11 evaluating the applications knowing that there are
12 persons who I really respect who are on this
13 committee. Now that I got a whole different
14 mind-set.

15 MR. KEMPER: It is hard to discuss people
16 who are in the room.

17 MS. MCFADDEN-WEAVER: That's right.

18 MR. WEBSTER: Just as a recommendation so
19 that we don't have to worry about that. Therefore,
20 the applications of the folks who are on this
21 committee can be just pulled out and then we never
22 even see those as we go through them. We don't have
23 to be concerned that they are one of the numbers
24 that we have to do.

25 MS. MCFADDEN-WEAVER: I agree with that.

1 However, if there are more people, if there are more
2 people on this committee that desires -- if there
3 are more than three on this committee that desires
4 to apply for board slots, we will have omitted the
5 opportunity for however many over three that there
6 are.

7 MR. WEBSTER: Here is the other side of
8 that. The other side of that would be to say this.
9 The other side would be to say how many people --
10 don't answer this question. How many people on this
11 committee want to be on the permanent board? And
12 then everybody raise their hand. So it is six of
13 them. Then we say okay, now we only have six
14 slots. That just won't work.

15 MS. MCFADDEN-WEAVER: True.

16 MR. WEBSTER: It will be a
17 self-appointing situation.

18 MS. MCFADDEN-WEAVER: The other way would
19 be self-denying.

20 MR. WEBSTER: It puts it in the situation
21 where all folks who are on this committee, who are
22 going to be on the permanent board, were selected by
23 someone other than themselves. And it puts it in
24 that category. So anyone who gets elected at least
25 knows that everyone who was selected, was selected

1 by someone. We weren't able to select ourselves.
2 And for the purpose of evaluating the application, I
3 think it is more comfortable, at least to me
4 personally, but publicly we had to make a statement.
5 And there was a possibility that we just appointed
6 each other or selected each other.

7 MS. HERNDON: It would not look good.

8 MR. PHILLIPS: I hear you. And Dick
9 Cheney and George Bush did the same thing. And
10 there were some of those people that Dick Cheney
11 interviewed felt kind of bad. That's the position
12 that I would feel with any of us. What I am saying
13 is, just the mere fact that you are on this board
14 and you are selected by the A.G. at some point later
15 on, to me would not hold credibility. If you want
16 to be considered, then I think it would be wise to
17 step aside now. That goes to the same issue I was
18 asking earlier. What happens if we find somebody at
19 a later point, and you answered that question, we
20 won't fill all the slots. And my question was,
21 supposing there are some people that should have
22 applied that didn't apply that we have a discussion
23 about.

24 MS. HERNDON: There could be other roles
25 for them.

1 MR. PHILLIPS: There could be other roles
2 for those of us sitting on this commission here.
3 That's just one voice. That way there is no
4 question about it.

5 MR. WEBSTER: There is a possibility.
6 Someone can speak to this that knows more about it
7 certainly than I do. That the A.G. could have just
8 appointed a board. He has -- that position has the
9 power to just appoint a board. So the A.G. in a
10 sense is saying rather than me appointing a board, I
11 am going the community an opportunity to do that.
12 Right? So if that's the case, this would still be
13 keeping with, first of all, the power of the A.G.,
14 but also the power of the people to have some
15 participation in who is going to get on the Board.
16 So I really appreciate your position and I would
17 hope -- to me that would work better if that would
18 have been the decision prior to us getting on here.
19 And I am not one who is putting my name in the hat
20 for it, but I would think it is a little bit unfair
21 for those who are on it and now they have to step
22 off because -- now we are going to be shorthanded to
23 do this evaluation. So just as a compromise,
24 because I certainly agree with your point. But
25 based on where we are now, as a compromise I would

1 ask at least for some consideration to have the
2 person who has the authority to appoint the whole
3 board, to appoint three slots in consideration of
4 those who are serving here.

5 MS. MCFADDEN-WEAVER: I agree with both
6 of you all. The A.G. may not want to expose himself
7 to that type of selection criteria, because whatever
8 he does he is going to be -- we're going either be
9 in a damned if we do or damned if we don't situation
10 or he is. And so we have agreed to serve on this.
11 And this situation is somewhat heated already
12 across the community. I think what we must figure
13 out as a committee is how we go about -- I think
14 that maybe what we have to do, because however we do
15 this, this board has got to create a community
16 diversity. When I use this term, I don't mean just
17 racial diversity, sexual diversity or national, all
18 of that. I mean that somehow this board is going to
19 have to have maybe some slots. You know, we talked
20 about that early on about slots from organizations,
21 being inclusive, things of this nature. Maybe we
22 need to figure that out. I don't know. But I don't
23 think that it would be necessarily fair of us -- I
24 agree that it wouldn't be fair of us to necessarily
25 elect ourselves in one situation, but I also agree,

1 I think that it wouldn't necessarily be fair for us
2 as a committee to flip back to the A.G. and say,
3 "Oh, by the way, you make these three appointments
4 and we got five members on the committee."

5 MS. PETERSON: I have a suggestion.

6 MS. MCFADDEN-WEAVER: See, that's good.

7 MS. PETERSON: Here is a suggestion. Why
8 don't we leave it this way. If we can fill the 12
9 slots with someone other than members of --
10 interested members of this committee, we do that.
11 But if we find that we don't from all the
12 candidates, we will be unable to fill all 12, then
13 we allow those of us on this Advisory Committee to
14 have our applications reviewed or, you know,
15 whatever.

16 MS. BROOKS: I don't agree with that,
17 because I was not told that up front, that we would
18 be precluded from them.

19 MS. PETERSON: As a matter of fact, having
20 discussed this with the Attorney General, before I
21 had specifically told people who were invited to
22 serve on this committee that they would not be
23 excluded. They were otherwise interested and that
24 they would not. So this represents something of a
25 change. I would go along with --

1 MR. KEMPER: The Attorney General in your
2 case, I would think the most unanimous choice we
3 could make for the Board would probably be Barbara
4 Peterson. The Attorney General obviously thought
5 about that when he appointed Barbara the chair of
6 this committee.

7 MS. MCFADDEN-WEAVER: Absolutely.

8 MR. KEMPER: I don't have a big deal
9 myself about being on the Board. And if I got on
10 the Board, then the Board decided that the library
11 should play an operating role, I might have to get
12 off the Board anyway. Then we have the conflict of
13 interest situation. It is not a big deal for me one
14 way or the other. I take your point absolutely 100
15 percent. On the other hand, I think the process was
16 set up by the Attorney General knowing that at least
17 one person, Barbara was going to end up being on the
18 Board.

19 MS. FAIN: I appreciate you stating that.
20 I am sitting up here thinking that, how are we going
21 to get Barbara on this board? How is this going to
22 work? Thank you.

23 MR. PHILLIPS: Councilman McFadden raised
24 an issue that I think I recall, I have to go back
25 and look. That we were -- are we obligated to have

1 a member from the Urban League and NAACP on this
2 committee?

3 MS. BROOKS: No.

4 MR. PHILLIPS: I thought I heard that come
5 out of the A.G.'s mouth.

6 MS. MCFADDEN-WEAVER: In the original
7 meeting, I think that was discussed and it was
8 strongly a point I think that was raised. And I
9 notice that the temperature in the community
10 certainly has that idea. What I don't know is the
11 question whether or not this advisory committee was
12 a shot at such inclusion, because we never did
13 decide. And it would not be -- you can't do it
14 because of the bylaws, you can't go and say the
15 Board must be comprised of, unless the A.G.'s office
16 took that. So you know what I am saying?

17 MS. HERNDON: They are open to apply.

18 MS. MCFADDEN-WEAVER: They are open to
19 apply.

20 MR. PHILLIPS: I heard that.

21 MS. MCFADDEN-WEAVER: I thought better
22 about it. We're not held to that because for that
23 reason.

24 MR. WEBSTER: Madam Chair, I think we need
25 to make a decision, because the next time we meet we

1 will have applications in hand. So can we make a
2 decision on how we will handle the question of
3 allowing opportunities for those who are on this
4 committee that want to serve, but also not having us
5 have to vote on each other.

6 MS. HERNDON: Are we going to reveal
7 ourselves?

8 MS. MCFADDEN-WEAVER: We will just have to
9 reveal ourselves.

10 MS. HERNDON: I put in an application. I
11 am going to tell you that. I put in an application,
12 but I have no interest in being on the Board. And I
13 had shared this with Barbara. I am very interested
14 in being on the advisory committee. So if per
15 chance you would get something from me, just ignore
16 it as far as the Board.

17 MR. WEBSTER: We wouldn't see it, but
18 probably Linda would.

19 MS. MCFADDEN-WEAVER: So you are saying
20 you want to be a candidate held in the margin?

21 MS. HERNDON: I want to serve the way I am
22 serving now.

23 MS. PETERSON: She is withdrawing her
24 application for board membership.

25 MS. MCFADDEN-WEAVER: No, she submitted

1 her application mistakenly anyway. She thought that
2 she needed to apply to be on this committee.

3 MR. PHILLIPS: The point needs to be,
4 because we have a smaller setting, we need to decide
5 how we are going to deal with it.

6 MR. WEBSTER: Madam Chair, if it is proper
7 I would make a motion then so that we can make a
8 decision. The motion would be that we would fill up
9 to nine slots and allow three slots to be appointed
10 by the A.G. And those three slots would be
11 available to the folks who are on this committee who
12 also wish to serve on the permanent board.

13 MS. MCFADDEN-WEAVER: Then we are going to
14 go out to the public and take the same beating down
15 we would take if we voted on each other. The public
16 -- the media will write that in the morning, and by
17 12:00 noon tomorrow we will be taking the same
18 public beating down we would take if we voted on
19 each other knowingly.

20 MR. KEMPER: I don't think so. Because
21 the Attorney General is making the decision. And
22 what we have done in effect is we have recused
23 ourselves from appointing ourselves. And I think
24 the get out of jail free card on this one is the
25 fact that the leading candidate from that point of

1 view is Barbara Peterson. I can't imagine anybody
2 in the community objecting to the Attorney General
3 appointing Barbara. Can we write that into the
4 bylaws that the Attorney General must appoint
5 Barbara?

6 MS. MCFADDEN-WEAVER: We can send it out
7 as a recommendation.

8 MS. PETERSON: There is a motion on the
9 floor. Is there a second?

10 MS. MCFADDEN-WEAVER: Question.

11 MR. PHILLIPS: Was it seconded?

12 MS. PETERSON: It hasn't been seconded.

13 MR. PHILLIPS: I'll second it.

14 MS. PETERSON: Now we get to the question.

15 MS. MCFADDEN-WEAVER: Okay. I forgot the
16 question. Oh, I was going to say, I was trying to
17 go back to are we -- are we not willing to reveal in
18 here that we are interested to be on the Board?

19 MS. PETERSON: I think everybody that has
20 has.

21 MS. MCFADDEN-WEAVER: You are and yourself
22 and yourself.

23 MR. DYSON: I chose not to put an
24 application in, because I felt like with the
25 position that I hold in the market, being the vice

1 president and director of the black radio station
2 here in Kansas City, it would be a conflict of
3 interest for me to be serving on that board knowing
4 that the Carter Broadcasting Group is part of the
5 history. And I would have a vested interest knowing
6 that. And I felt I could do a better service,
7 because I am a marketing person, to be able to
8 market the Black Archives in the light that it needs
9 to be marketed. That's why I chose to be on this
10 committee versus being on the Board.

11 MS. MCFADDEN-WEAVER: See, that's
12 honorable. And that says you are more concerned
13 about the cause than about yourself. I appreciate
14 that.

15 MS. BROOKS: You can be the chairperson
16 of the fundraising committee or marketing committee.

17 MR. DYSON: Trust me, I am going to be on
18 that piece.

19 MS. MCFADDEN-WEAVER: Technically we have
20 only --

21 MS. HERNDON: Five people left on the
22 advisory committee.

23 MS. MCFADDEN-WEAVER: I wasn't going
24 there first. I know if I asked that question I am
25 going to get a bad number. How many people do we

1 have? We have Barbara and Sharon and Crosby.

2 MR. WEBSTER: Of the people who are here.

3 MS. MCFADDEN-WEAVER: On this advisory
4 committee.

5 MS. PETERSON: I'm pretty sure, and I have
6 talked to all of these people. Senator Wilson I'm
7 sure is not interested in a position. Neither is
8 Mamie Hughes. Commissioner Washington has indicated
9 that he is not. He is willing to serve exofficio.
10 He does not want a permanent position.

11 MS. MCFADDEN-WEAVER: So as we look in
12 this room we basically know who amongst the advisory
13 committee is interested in being on the Board. And
14 we are down to now three people.

15 MS. PETERSON: Yes.

16 MS. MCFADDEN-WEAVER: So then that fixes
17 that.

18 MR. KEMPER: The Attorney General still
19 has to like us.

20 MS. MCFADDEN-WEAVER: He has to, or we
21 wouldn't be in here.

22 MS. PETERSON: Are you done?

23 MS. MCFADDEN-WEAVER: I'm just thinking
24 that if that's the case, then I think that perhaps
25 in response to this very meeting, we have Attorney

1 simple, that we decided there could be a perceived
2 conflict of interest in our voting on ourselves, so
3 we would like the Attorney General to make that
4 decision.

5 MR. POWELL: Do you think this committee
6 is going to be asked questions like that?

7 MS. MCFADDEN-WEAVER: Without a doubt.

8 MR. POWELL: Then if that is the case,
9 then I think that all questions should be directed
10 to the chair.

11 MR. KEMPER: There should be a
12 spokesperson.

13 MR. POWELL: Maybe not the chairperson,
14 but there should be an appointed person.

15 MS. MCFADDEN-WEAVER: There should be a --
16 we need to prepare a written statement on behalf of
17 this committee. That is all that is being
18 released. That would be what we give to the media.

19 MS. HERNDON: They are still not going to
20 be happy. So oh, well.

21 MS. FAIN: Would they have been happy if
22 he had appointed all of them?

23 MS. BROOKS: No, they would have been
24 raising cane.

25 MS. PETERSON: Let's do this. There is a

1 motion on the floor that has been properly seconded
2 that this committee be responsible for filling nine
3 slots. Selecting nine new board members. And that
4 we allow the Attorney General to fill the remaining
5 slots from among those members of this committee who
6 wish to serve. Is that an accurate statement?

7 MS. FAIN: Did we set three as the
8 numerical value?

9 MS. PETERSON: Three members.

10 MR. KEMPER: Or the Attorney General
11 could choose not to fill the slots, then it would be
12 up to the Board to fill the slots.

13 MS. PETERSON: That is true. It is his
14 option to choose.

15 MR. PHILLIPS: Their applications will be
16 removed from our review.

17 MS. PETERSON: Yes. And the applications
18 of any members of this committee will be removed
19 from committee review. Does everybody have the
20 motion?

21 MS. FAIN: We said that we as the advisory
22 body, we have to come up with criteria as to what
23 should be looked at and make sure that it is
24 consistent.

25 MS. PETERSON: Yes.

1 MS. FAIN: And that has been shared with
2 the Attorney General.

3 MS. PETERSON: Okay.

4 MS. MCFADDEN-WEAVER: That was not an
5 addendum to the motion.

6 MS. PETERSON: Are we ready for the
7 question? All those in favor, let it be known.

8 (Ayes stated.)

9 MS. PETERSON: All those opposed?

10 (No response.)

11 MS. PETERSON: Okay. That's what we will
12 do.

13 MR. PHILLIPS: Make it known that it was
14 unanimous.

15 MR. KEMPER: Could I make a point of
16 interest to your. We are scheduled to meet on the
17 28th at 6:00 p.m.

18 MS. PETERSON: Yes.

19 MR. KEMPER: Since we are interested in
20 African American history, can I point out that the
21 library has got at 7:00 p.m. Edward P. Jones
22 National Book Award and Pulitzer Prize winning
23 African American author. Is it at all possible that
24 we might meet a little bit earlier, like at 5:00?

25 MS. PETERSON: It is possible.

1 MR. POWELL: Does anybody have a conflict?

2 MS. MCFADDEN-WEAVER: In light of that.

3 Should we meet that evening at all? Do we have room
4 to do it a different day? The reason I am saying
5 that is because if we go in at 5:00, if this
6 discussion gets deep, we will be in there. And then
7 -- I wouldn't want -- that's too important. I
8 believe this body ought not to be holding nothing in
9 conflict with that.

10 MR. DYSON: What about October 2nd?

11 MS. PETERSON: Linda, we need your
12 assistance, your able assistance here.

13 MS. MANLOVE: The question is?

14 MS. PETERSON: The question is about
15 rescheduling that meeting on the 28th.

16 MS. MANLOVE: I think she has the 27th
17 available if you want to move it a day up.

18 MR. DYSON: I can't make that.

19 MS. PETERSON: If that day won't work,
20 would Friday work? We just have to find another
21 place. Is that possible?

22 MR. POWELL: Are we still talking about my
23 birthday?

24 MS. PETERSON: When is your birthday,
25 Lonnie?

1 MR. POWELL: October the 27th.

2 MS. PETERSON: No, we are talking about
3 the 29th.

4 MR. WEBSTER: Now we are obligated to get
5 him something for his birthday, it is on the record.

6 MS. MCFADDEN-WEAVER: The 27th is a
7 Wednesday. But we are talking about the 29th.

8 MS. PETERSON: Does anybody have a problem
9 with Friday the 29th?

10 MR. KEMPER: The 29th is the divestiture
11 chancellor from UMKC.

12 MR. POWELL: I much prefer the 2nd of
13 October.

14 MS. FAIN: What is October 2nd?

15 MR. DYSON: That is a Monday.

16 MS. FAIN: I can't make Monday.

17 MS. PETERSON: We could meet on Saturday.
18 So we have established the 27th of September is not
19 your birthday.

20 MR. DYSON: I can't make Wednesday the
21 27th.

22 MR. PHILLIPS: Why don't we move it up to
23 Thursday at 5:00 o'clock.

24 MS. HERNDON: We discussed that.

25 MS. MCFADDEN-WEAVER: Wait a minute, who

1 is in the meeting? Isn't this an open meeting?

2 MR. PHILLIPS: They can't speak.

3 MS. MCFADDEN-WEAVER: It is only us
4 talking. They can just witness it. Oh, we can
5 handle ourselves in two hours.

6 MR. KEMPER: Do you want to meet at The
7 Plaza library which is where the event is?

8 MR. POWELL: We can already be there.

9 MR. PHILLIPS: I would love to do that.

10 MS. PETERSON: This is The Plaza library.

11 MR. PHILLIPS: If we can do that, Madam
12 Chairman.

13 MR. KREMER: He is at 7:00, so if we could
14 meet at 5:00.

15 MS. PETERSON: Okay, 5:00, Plaza library.

16 MS. HERNDON: Is notification going to be
17 out?

18 MS. MANLOVE: The same day at 5:00.

19 MS. PETERSON: The 28th.

20 MS. MCFADDEN-WEAVER: Not at the Gregg
21 Center.

22 MS. PETERSON: If you want to, I don't
23 know, take a few minutes before you leave, specify
24 your choice for your meal on the 28th.

25 MS. PETERSON: I want to thank you all for

1 your stimulating ideas. Your input. I really
2 appreciate it. Your willingness to share and work
3 on this together.

4 MS. BROOKS: That needs to go to Jay about
5 the directors and board liability insurance,
6 because there can be some issues. There can be some
7 issues that can come back on the new board members.

8 MS. PETERSON: Any other questions?
9 Anything else we need to take care of at this point?

10 MR. WEBSTER: Just for the record, I would
11 just like to say that I really appreciate the way
12 that you have handled and managed this meeting and
13 want to commend you on pulling this group together.
14 And I appreciate the way you managed and handled
15 this meeting. You did a wonderful job.

16 MS. PETERSON: The meeting is adjourned.

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C E R T I F I C A T E

I, JAMES A. LEACOCK, Certified Court Reporter,
do hereby certify that I appeared at the time and
place hereinbefore set forth; I took down in
shorthand the entire proceedings had at said time
and place, and the foregoing 99 pages constitute a
true, correct and complete transcript of my said
shorthand notes.

Certified to this 2nd day of October, 2006.

James A. Leacock, CCR.

Certified Court Reporter No. 662 (G)

